

New police leadership commission launched

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Commission will lead a review into police leadership, assess current capabilities and make recommendations for change

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A new police leadership commission will conduct a comprehensive review of police leadership at all levels to ensure policing can respond to evolving threats and challenges and meet public expectations.

The commission has been set up by the College of Policing, with the support of the Home Office. It will play a key role in supporting the government's police reform agenda, with a White Paper due to be published later this year.

It is chaired by former Home Secretary Lord Blunkett and former Policing Minister Lord Herbert of South Downs. It will assess current leadership capabilities, and identify the gaps and challenges facing the service now and in the future.

Running for six months from late October 2025, the review represents a pivotal moment to strengthen police leadership and equip leaders to provide a trusted and effective service that cuts crime and keeps people safe.

The commission will bring together expertise from within and beyond policing, including senior police leaders, politicians, experience from the military, private sector experts, and academics. It will seek to determine what policing requires to ensure the service is equal to the demands of the future.

Why is it needed?

The commission launches at a crucial time for policing as the government works to deliver its [Plan for Change](#) commitment to put 13,000 additional officers back on the beat, and halve knife crime and violence against women and girls within a decade. Achieving these ambitious goals requires

fundamental improvements in how policing is led and managed.

Public confidence in policing has declined in recent years, and recent reports have highlighted systemic issues including discrimination and the urgent need for cultural change across the service.

At the same time digital crime grows more sophisticated by the day. Violence against women and girls persists at alarming levels. Social media transforms how crime takes place and influences how communities relate to police. Meanwhile, forces face budget pressures and difficulties recruiting and retaining the right people.?

Scope of the review

The commission will consider what skills and capabilities are needed in police leaders at all levels to ensure they can perform and deliver effective service. It will examine the current entry routes into policing and consider potential alternative models to attract, fast-track and develop the brightest talent. It will also review the:

- impact of police reforms to date
- level of investment in leadership development
- balance between national and local programmes

Current training and development programmes for officers and staff will be examined as well as how leadership shapes police culture and addresses systemic issues.

The commission will seek a broad range of views from within and outside the service working closely with the College to ensure practical, achievable recommendations.

The focus will be on creating a culture of continuous learning and development that unlocks leadership potential at every level of the service.

When it reports to the government in May 2026, the commission aims to provide a blueprint that charts a new path forward for police leadership that communities can trust and have confidence in for decades to come.

Learn more

To contribute to the review email LeadershipCommission@college.police.uk

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